



Department of Defense
**ANNUAL DISABILITY
EMPLOYMENT STATUS REPORT**

Fiscal Year 2016

PENTAGON
BUILDING
RIVER ENTRANCE

The estimated cost of this report or study for the Department of Defense is approximately \$4,550 for the 2016 Fiscal Year. This includes \$4,280 in expenses and \$270 in DoD labor. Generated on 2016Mar09 RefID: B-OF31EA1





PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

AUG - 3 2017

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Department of Defense Annual Disability Employment Status Report for Fiscal Year 2016

Each year, the Office of Diversity Management and Equal Opportunity (ODMEO) publishes the Department of Defense Annual Disability Employment Status (DADES) Report. The DADES Report provides data on Department of Defense (DoD) hiring trends and highlights promising DoD employment policies and practices identified in reports submitted to the Equal Employment Opportunity Commission (EEOC), pursuant to EEOC Management Directive 715.

The DADES Report provides an overview of DoD progress in the recruitment, retention, and advancement of individuals with disabilities, including veterans and individuals with the most significant or targeted disabilities across the Services and DoD Components. In Fiscal Year 2016, DoD continued to make progress in efforts to advance workplace opportunity for all individuals with disabilities.

DoD participation rate for individuals with targeted disabilities (total deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability, and dwarfism) has slightly increased to 0.78 percent. However, the rate has not yet reached two percent, the baseline goal for the civilian workforce. Attaining and ultimately exceeding this goal within the DoD remains a high priority for leadership.

I request that you disseminate the attached DADES Report throughout your Component, and encourage your continued leadership and support to advance equal opportunity for all individuals with disabilities. Questions regarding the DADES Report should be directed to Mr. Randy D. Cooper, ODMEO, Director of Disability Programs, at (703) 571-9327, or via email to randy.d.cooper3.civ@mail.mil.

A. M. Kurta
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Attachment:
As stated



TABLE OF CONTENTS

I.	INTRODUCTION	7
II.	STATUTES, REGULATIONS, AND POLICIES	7
	A. Rehabilitation Act of 1973, as amended	7
	Section 501	7
	Section 504	8
	Section 508	8
	B. Executive Orders	8
	EO 13163	8
	EO 13518	8
	EO 13548	8
	C. Affirmative Action for Veterans with Disabilities	9
III.	STRATEGIC GUIDANCE AND DIRECTION ON DOD-ESTABLISHED MD-715 PRIORITY AREAS	11
	A. Barrier Analysis:	11
	B. Outreach and Recruitment Resources:	11
	C. Access to Information and Communication Technology (ICT):	12
	D. Comprehensive Reasonable Accommodation Program:	12
IV.	DISABILITY EMPLOYMENT TRENDS AND ANALYSIS	15
	A. Individuals with Targeted Disabilities	15
	B. Individuals with Reportable Disabilities	19
	C. Veterans with a 30 Percent or Greater Disability Rating	22
	D. Individuals with Disabilities, Including Veterans with a 30 Percent or Greater Disability Rating	25
	E. Accessions via Schedule A	29
V.	WAY FORWARD	29
VI.	APPENDIX - SF-256	30



I. INTRODUCTION

Each year, the Office of Diversity Management and Equal Opportunity (ODMEO) publishes the Department of Defense Annual Disability Employment Status (DADES) Report. The DADES Report provides data on Department of Defense (DoD) hiring trends and highlights promising DoD employment policies and practices identified in reports submitted to the Equal Employment Opportunity Commission (EEOC), pursuant to EEOC Management Directive 715 (MD-715).

The DADES Report provides an overview of DoD progress in the recruitment, retention, and advancement of individuals with disabilities, including veterans and individuals with the most significant or targeted disabilities across the Services and DoD Components. In Fiscal Year 2016, DoD continued to make progress in efforts to advance workplace opportunity for all individuals with disabilities.

The DoD participation rate for individuals with targeted disabilities (total deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability, and dwarfism) has slightly increased to 0.78 percent. However, the rate has not yet reached 2 percent, the baseline goal for the civilian workforce. Attaining and ultimately exceeding this goal within the DoD remains a high priority for leadership.

The excerpts from DoD Component MD-715 submissions included in Section II of this report are examples of effective policies and practices that other DoD Components may consider adopting to strengthen and advance their affirmative employment program. ODMEO encourages DoD Components to utilize this information to strengthen and advance their diversity and inclusion programs. This ensures DoD remains a model employer of individuals with disabilities.

II. STATUTES, REGULATIONS, AND POLICIES

DoD leadership is committed to ensuring that the recruitment, hiring, retention, and advancement of individuals with disabilities aligns with, and implements, key federal policies. A brief summary of these policies (laws and executive orders (EOs)) follows.

A. Rehabilitation Act of 1973, as amended

Section 501

Section 501 of the Rehabilitation Act of 1973 requires federal agencies to take proactive steps to provide Equal Employment Opportunity (EEO) in all aspects of federal employment, with special focus on qualified individuals with targeted disabilities. Targeted disabilities are the nine significant disabilities listed on OPM Standard Form 256 (SF-256), Self-Identification of Disability: total deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability, and dwarfism. Each agency must develop and maintain an affirmative action program for the hiring, placement, and advancement of individuals with disabilities, that provides effective and meaningful employment opportunities.

The EEOC adjudicates the federal EEO complaints process and oversees federal programs required by Section 501. On August 25, 2003, EEOC issued MD-715, which requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It sets forth the standards by which EEOC will review agency affirmative action programs, including periodic agency self-assessments and the removal of barriers to equal employment opportunity.

The self-assessment is an annual obligation and includes an internal review and analysis of the effects of all current and proposed policies and procedures that relate to the employment of individuals with disabilities, including individuals with targeted disabilities.

Section 504

Section 504 requires that no otherwise qualified individual with a disability in the United States shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under, any program or activity receiving federal financial assistance, or under any program or activity conducted by a federal agency.

Section 508

Section 508 requires federal departments or agencies to develop, procure, maintain, or use information and communication technology that is accessible to, and usable by, individuals with disabilities, unless doing so would impose an undue burden on the department or agency. Section 508 ensures that federal employees with disabilities have access to, and use of, the information and data needed to do their jobs, which reduces barriers to professional success. The law also ensures that members of the public with disabilities have the ability to access government information and services, and establishes an administrative process under which individuals with disabilities can file a complaint when a federal agency has not complied with the standards.

B. Executive Orders

Several U.S. Presidents have issued EOs to reinforce the requirements of the Rehabilitation Act:

EO 13163, *"Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government,"* (July 26, 2000)

EO 13163 calls for federal agencies to increase employment opportunities for individuals with disabilities, at all levels and occupations in the Federal Government. It focuses on the need to improve and increase the hiring of qualified individuals with disabilities into the Federal Government, and requires each federal agency to have a plan as to how it will meet this goal.

EO 13518, *"Employment of Veterans in the Federal Government,"* (November 9, 2009)

This EO enhances recruitment and promotes employment opportunities for veterans within the Executive Branch, consistent with merit system principles and veterans' preferences prescribed by law. Designated agencies must participate in a Veterans Employment Initiative. Under the initiative, each participating agency shall, to the extent permitted by law, develop an agency-specific operational plan for promoting employment opportunities for veterans, consistent with the Federal Veterans Recruitment and Employment Strategic Plan, merit system principles, the agency's strategic human capital plan, and other applicable workforce planning strategies and initiatives. This plan must provide for mandatory annual training to agency human resources personnel and hiring managers concerning veterans' employment, including training on veterans' preferences and special authorities for the hiring of veterans.

EO 13548, *"Increasing Federal Employment of Individuals with Disabilities,"* (July 26, 2010)

This EO directs federal agencies to take specific actions to increase federal employment of individuals with disabilities. Under EO 13548, the Federal Government must become "a model for the employment of individuals with disabilities" by increasing recruitment, hiring, and retention of this population.

EO 13548 directs federal agencies to develop an agency-specific plan for promoting employment opportunities for individuals with disabilities in consultation with the Directors of the Office of Personnel Management (OPM) and the Office of Management and Budget. Consistent with the law, the plan must include performance targets and numerical goals for employment of individuals with disabilities and sub-goals for individuals with targeted disabilities.

Each agency must designate a senior-level official to be accountable for enhancing employment opportunities for individuals with disabilities, and specifically individuals with targeted disabilities within the agency. This official is accountable for developing and implementing the agency's plan, creating recruitment and training programs for employment of individuals with disabilities and individuals with targeted disabilities, and coordinating employment counseling to help match the career interests of individuals with disabilities to skills sought by the agency.

In implementing these plans, agencies should increase use of the Title 5, Code of Federal Regulations (C.F.R.), Schedule A, excepted service hiring authority for persons with disabilities and increase participation of individuals with disabilities in internships, fellowships, and training and mentoring programs.

C. Affirmative Action for Veterans with Disabilities

Federal departments and agencies are required to have an affirmative action program for the recruitment, employment, and advancement of veterans with disabilities. Agencies are required under part 720, subpart C of Title 5, C.F.R., to develop an annual Disabled Veterans Affirmative Action Program (DVAAP) plan to submit to OPM each year. Agencies must also submit DVAAP accomplishment reports to OPM by December 1 of each year, covering the previous fiscal year. The accomplishment reports must describe agency efforts to promote employment and job advancement opportunities for veterans with disabilities, as well as certain veterans of the Vietnam era and post-Vietnam era. As part of the submission package, each agency must include a signed statement certifying that the agency has an up-to-date DVAAP plan.





III. STRATEGIC GUIDANCE AND DIRECTION ON DoD-ESTABLISHED MD-715 PRIORITY AREAS

In 2016, ODMEEO directed DoD Components to focus on four priority areas in their disability affirmative employment programs, to be reported in their annual MD-715 submissions. The purpose of establishing the priority areas is to ensure that MD-715 submissions are standardized and measure progress and opportunities for individuals with disabilities, specifically individuals with targeted disabilities within the Department.

- A. Barrier Analysis:** Barrier analysis is the process by which agencies uncover, examine, and remove barriers to equal participation of individuals with disabilities, at all levels of the workforce. These barriers can include agency policies, principles, or practices that limit employment opportunities for individuals with disabilities.

Best Practices

The Department of the Air Force conveyed in its MD-715 submission that it has established a Barrier Analysis Working Group (AFBAWG), and members received in-house barrier analysis training to augment the group's effectiveness. One issue identified and addressed in the Air Force submission was non-conversions of temporary appointments under Schedule A, from excepted service to the competitive service, after two years of satisfactory performance. The Air Force reported that it has reduced the number of employees awaiting conversion from 67 to 15. The AFBAWG Disability Team identified strategies ensure management is informed about hiring flexibilities and encouraged to convert eligible employees to the competitive service. As of January 2017, the Air Force has enhanced their system to automatically notify managers when a Schedule A employee is eligible for conversion, to reduce future incidences of non-conversion.

The Defense Security Service (DSS) identified that they had not allocated resources to fund a full-time position to ensure compliance with the accessible Information and Communication Technology (ICT) requirements of Section 508. In order to address this funding barrier, DSS created an information technology lifecycle plan, to address accessibility program planning.

- B. Outreach and Recruitment Resources:** Outreach and recruitment resources include programs and hiring authorities that identify qualified individuals with disabilities and targeted disabilities.

Best Practices

The Defense Logistics Agency (DLA) successfully used the Workforce Recruitment Program (WRP) for college students and recent graduates with disabilities, to recruit qualified individuals with disabilities to the workforce. The WRP is a Federal Government-wide recruitment and referral program that integrates students and recent graduates with disabilities into the federal workforce. DLA utilized 51 DoD hiring authorizations in FY 2016 to hire qualified individuals with disabilities into temporary positions. DLA proactively implemented strategies to convert their temporary placements into permanent career positions. DLA converted 14 of these 51 hires into permanent positions, making them the highest WRP employer, both within DoD and among all federal agencies, for the fourth time since 1995. DLA received the 2016 WRP Component of the Year award for its efforts, and the DLA WRP Coordinator received the 2016 Coordinator of the Year award.

For nine consecutive years, the Army and Air Force Exchange Service (AAFES) has leveraged the WRP, other outreach strategies, and recruitment resources to meet or exceed the long-standing DoD goal that 2 percent of the civilian workforce be comprised of individuals with targeted disabilities.

The WRP is a proven affirmative recruitment resource strategy that DoD Components are using to increase the results of their outreach and recruitment efforts to advance opportunities for individuals with disabilities, throughout the DoD workforce.

The National Geospatial-Intelligence Agency (NGA) reported employing a full-time recruiter to develop strategies to recruit, retain, and advance individuals with disabilities, within the agency. With the full-time recruiter, NGA aims to increase the percentage of employees with targeted disabilities, to attain the 2 percent goal and create a sustainable formal process.

- C. Access to Information and Communication Technology (ICT):** Federal agencies must ensure that individuals with disabilities have equal access to, and use of, ICT as compared to employees and members of the public who are not individuals with disabilities.

Best Practices

The Defense Threat Reduction Agency (DTRA) reported that as a result of establishing a working relationship between its Equal Opportunity and Diversity Programs Office and its Section 508 Coordinator, the offices worked in collaboration to obtain approval for the use of video phones for employees with a moderate to severe degree of hearing loss.

In order to ensure full participation in competitive employment for individuals with targeted disabilities, the National Security Agency (NSA) proactively collaborated with other security agencies to establish a comprehensive information technology life cycle planning process. NSA adopted comprehensive accessibility standards that include both Section 508 and Worldwide Web Consortium (WC3) Standards to ensure its employees with disabilities have equal access and opportunity to competitively engage in employment.

The Missile Defense Agency (MDA) Section 508 Accessibility Program ensures adherence to federal accessibility, interoperability, and usability standards. The Missile Defense Agency (MDA) allocated ongoing Fiscal Year dedicated resources to fund a full-time Section 508 Coordinator position. The MDA Section 508 Coordinator works directly with the Equal Opportunity Office to establish agency-wide policy and programs to ensure the accessibility of information and communication technology for individuals with disabilities. This model has proven successful in ensuring accessible ICT for MDA employees with significant disabilities. The adoption and implementation of this proven exemplary practice is why MDA received the Secretary of Defense Award for Best Achievements in Ensuring Accessible Information and Communication Technology in the Workplace, at the 2016 DoD Disability Awards Ceremony. The full-time employee demonstrates a commitment to building agency expertise and capability to prevent barriers to technology access, and recognizes the critical need to plan proactively. This will ensure the agency's long-term inclusion of individuals with targeted disabilities in competitive employment.

- D. Comprehensive Reasonable Accommodation Program:** Federal agencies are required by law to provide reasonable accommodation to qualified employees with disabilities unless doing so would result in undue hardship to the agency.

Best Practices

Washington Headquarters Services (WHS) reported that it is creating a centralized reasonable accommodation fund to support the Office of the Secretary of Defense, WHS, and WHS serviced Components in providing temporary and long-term reasonable accommodations for applicants and employees. WHS also noted that it has established a “Loaned-Mobility Assistance Program,” a loan program that provides DoD personnel with mobility devices to bridge the gap between a reasonable accommodation request and fulfillment of the request.

The Department of the Navy is strengthening its reasonable accommodation program by drafting an update to its policy to ensure consistent and efficient resolution of reasonable accommodation requests. Navy has worked in collaboration with its Office of General Counsel in undertaking this update to the 2007 reasonable accommodation policy.





IV. DISABILITY EMPLOYMENT TRENDS AND ANALYSIS

Defense Civilian Personnel Advisory Service (DCPAS)/AAFES Data

A. Individuals with Targeted Disabilities

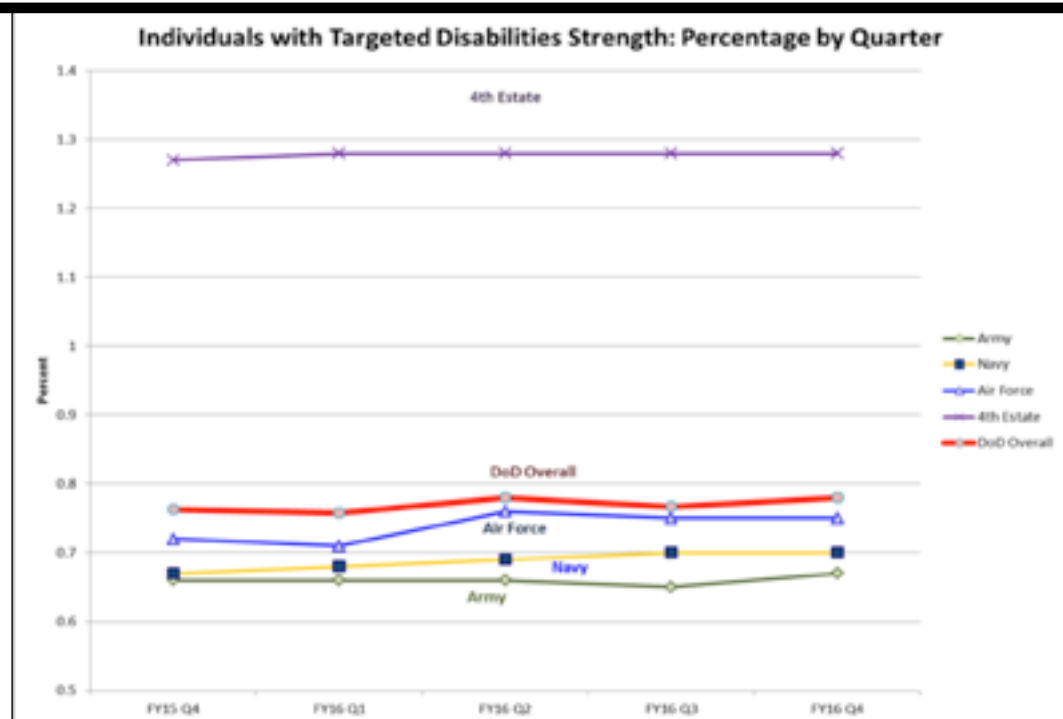
In 1987, and reaffirmed in 2016, DoD established a goal that individuals with targeted disabilities would make up 2 percent of the DoD civilian workforce. Reaching this goal continues to be a baseline priority. Targeted disabilities are the nine significant disabilities listed on OPM Standard Form 256 (SF-256), Self-Identification of Disability: total deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability, and dwarfism (see Appendix, SF-256).

TABLE 1.1 TARGETED DISABILITY STRENGTH BY QUARTER			
QTR	DoD Total Strength	DoD Targeted Strength	DoD Targeted Percentage
FY14 Q4	624,059	4,770	0.76
FY15 Q4	632,809	4,836	0.76
FY16 Q1	635,841	4,859	0.76
FY16 Q2	628,954	4,876	0.78
FY16 Q3	633,688	4,907	0.77
FY16 Q4	635,786	4,956	0.78

Strength: (Table 1.1, Chart A-1). Targeted Disability strength as a percent of the total DoD population (Army, Navy, Air Force, 4th Estate) was 0.78 percent at the end of FY16.



Chart A-1



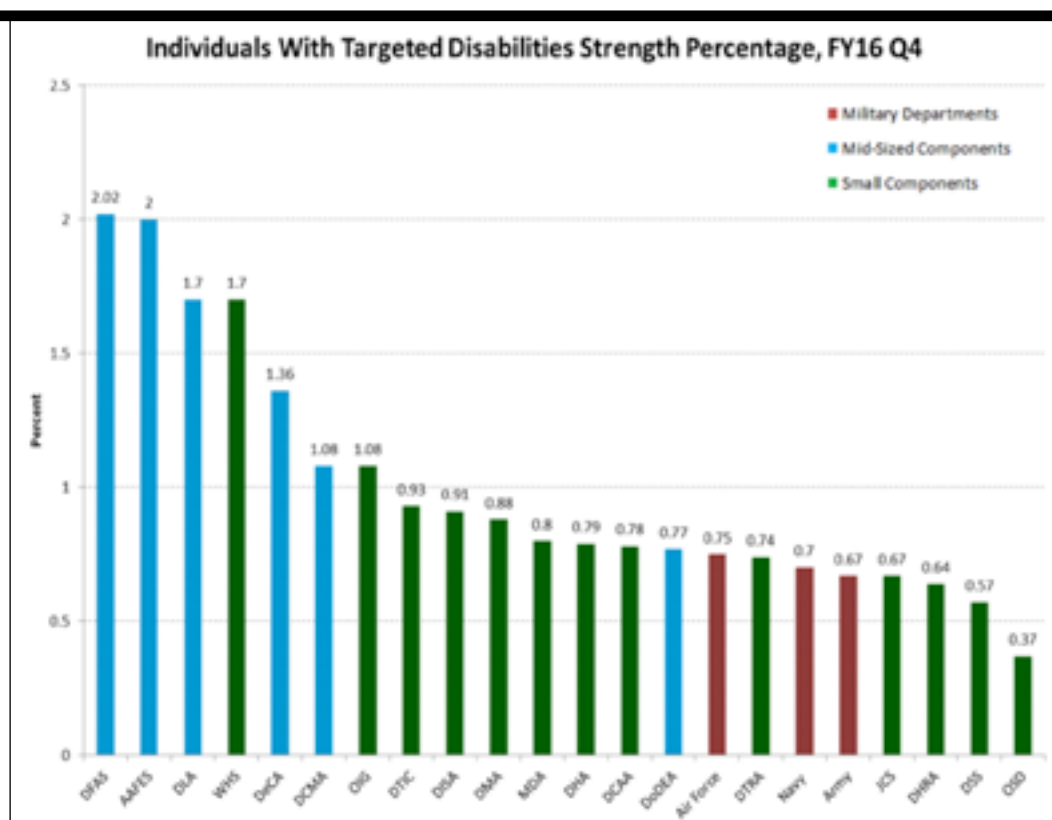
End of Fiscal Year 2016 status (Chart A-2):

- Army: increased from 0.66 to 0.67 percent of the Army's total force
- Navy: increased from 0.67 to 0.70 percent of the Navy's total force
- Air Force: increased from 0.72 to 0.75 percent of the Air Force's total force
- 4th Estate: increased from 1.27 to 1.28 percent of the 4th Estate's total force

Among individual 4th Estate Components, the greatest percentage increases were shown by WHS, increasing from 1.24 to 1.70 percent, Defense Media Activity (DMA), increasing from 0.50 to 0.88 percent, Defense Threat Reduction Agency (DTRA), increasing from 0.44 to 0.74 percent.



Chart A-2



Accessions: Accessions of both full-time permanent non-seasonal employees, and all DoD employees (Army, Navy, Air Force, 4th Estate) are reported in the Tables below:

TABLE 1.2 TARGETED DISABILITY FULL-TIME PERMANENT NON-SEASONAL ACCESSIONS BY FISCAL YEAR			
Fiscal Year	Total DoD Accessions (FT Perm NS)	DoD Targeted Disability Accessions (FT Perm NS)	DoD Targeted Disability Accessions Percentage (FT Perm NS)
FY12 (Total)	39,949	175	0.44
FY13 (Total)	29,732	116	0.39
FY14 (Total)	36,159	107	0.30
FY15 (Total)	55,442	178	0.32
FY16 (Total)	59,048	281	0.48

Accessions (Full-time Permanent Non-Seasonal only): In FY16, individuals with targeted disabilities represented 0.48 percent of new hires (281 hires), an increase from 0.32 percent in FY15 (178 hires), and an increase from 0.30 percent of new hires in FY14 (107 hires) (Table 1.2).

Accessions (All Employees): In FY16, individuals with targeted disabilities represented 0.56 percent of new hires (451 hires) (Table 1.3). This is an increase from 0.39 percent of new hires (304 hires) in FY15 and from 0.43 percent of new hires in FY14 (236 hires).

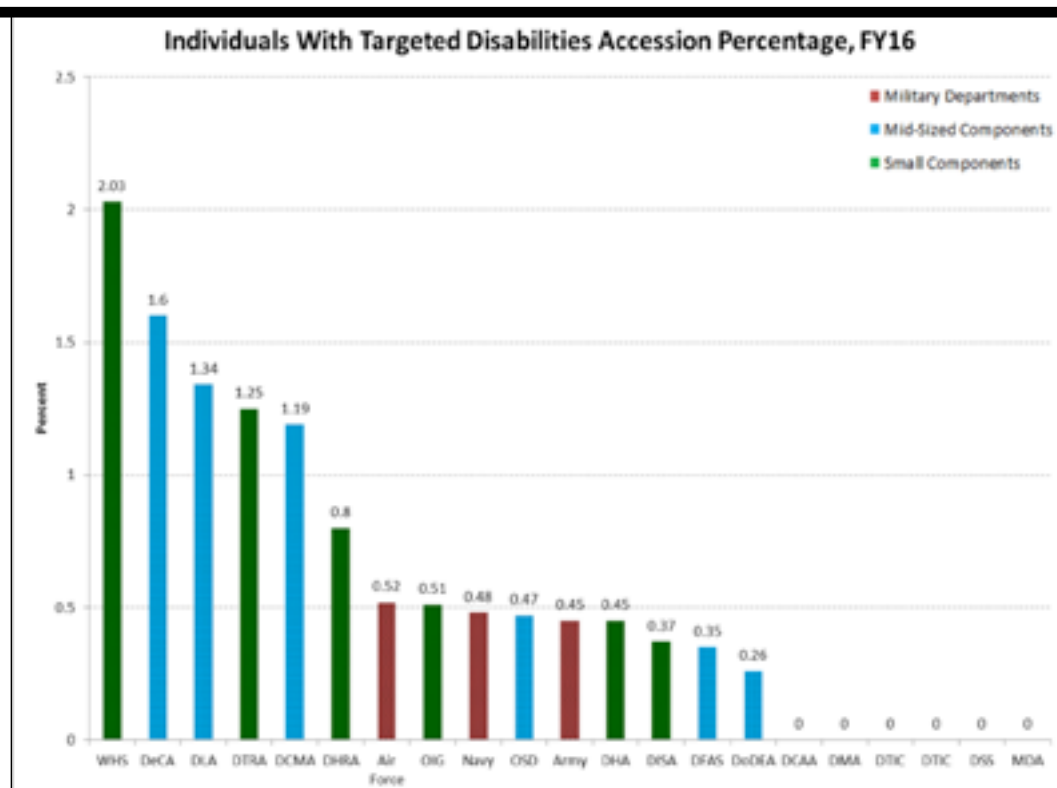
TABLE 1.3 ALL TARGETED DISABILITY ACCESSIONS BY FISCAL YEAR

Fiscal Year	Total DoD Accessions (All Employees)	DoD Targeted Disability Accessions (All Employees)	DoD Targeted Disability Accessions Percentage (All Employees)
FY12 (Total)	65,858	333	0.51
FY13 (Total)	43,791	180	0.41
FY14 (Total)	54,424	236	0.43
FY15 (Total)	78,217	304	0.39
FY16 (Total)	81,137	451	0.56

End of Fiscal Year 2016 status (Chart A-3):

- Army: increased from 0.34 to 0.45 percent of the Army's total accessions
- Navy: increased from 0.30 to 0.48 percent of the Navy's total accessions
- Air Force: increased from 0.39 to 0.52 percent of the Air Force's total accessions
- 4th Estate: increased from 0.61 to 0.84 percent of the 4th Estate's total accessions

WHS had the highest percentage of new hires with targeted disabilities among 4th Estate Components in FY16 at 2.03 percent, followed by Defense Commissary Agency (DeCA) at 1.60 percent, and DLA at 1.34 percent.

CHART A-3

B. Individuals with Reportable Disabilities

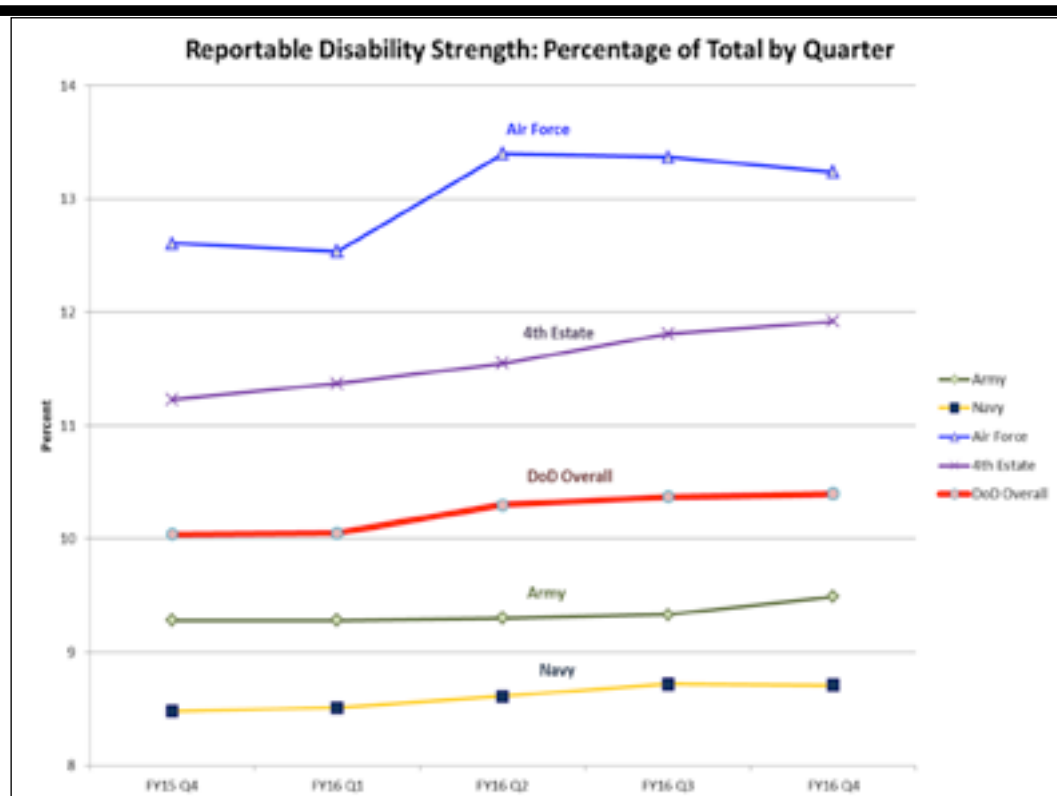
OPM uses reportable disabilities, along with the veteran ratings of 30 percent or greater disability, to measure progress in employment of individuals with disabilities. The reportable disability category includes all “yes” responses voluntarily submitted by employees on a Self-Identification of Disability Form (SF-256).

Strength: (Chart B-1) As of FY16 Q4, 10.40 percent of DoD employees (66,125 individuals) had reportable disabilities. This is an increase from 10.37 percent in FY16 Q3 and from 10.04 percent at the end of FY15.

- Army: increased from 9.33 to 9.49 percent of the Army’s total force
- Navy: decreased from 8.72 to 8.71 percent of the Navy’s total force
- Air Force: decreased from 13.37 to 13.24 percent of the Air Force’s total force
- 4th Estate: increased from 11.81 to 11.92 percent of the 4th Estate’s total force

DFAS led all DoD Components at 17.76 percent, a decrease from 17.81 percent. The next highest Components were Missile Defense Agency (MDA) at 16.28 percent, an increase from 13.72 percent, and Defense Logistics Agency at 13.22 percent, an increase from 13.19 percent (data on DoD Component breakouts not shown on Chart B-1).

CHART B-1



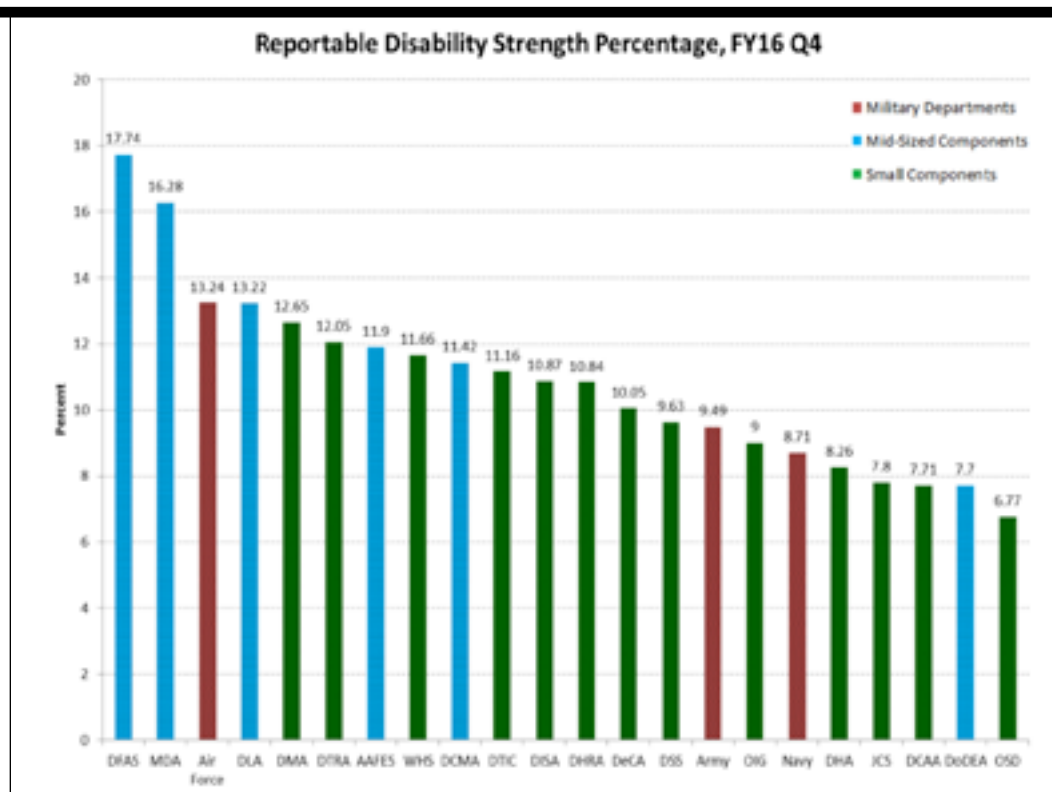


End of Fiscal Year 2016 status (Chart B-2):

- Army: increased from 9.28 to 9.49 percent of the Army's total force
- Navy: increased from 8.48 to 8.71 percent of the Navy's total force
- Air Force: increased from 12.61 to 13.24 percent of the Air Force's total force
- 4th Estate: increased from 11.23 to 11.92 percent of the 4th Estate's total force

Among individual 4th Estate Components, the greatest percentage increases were shown by MDA, increasing from 10.96 percent to 16.28 percent, and Defense Contract Management Agency (DCMA), increasing from 9.03 percent to 11.42 percent.

CHART B-2



Accessions: (Chart B-3) In FY16, reportable disabilities represented 4.55 percent of new hires. This is up from 3.88 percent in FY15.

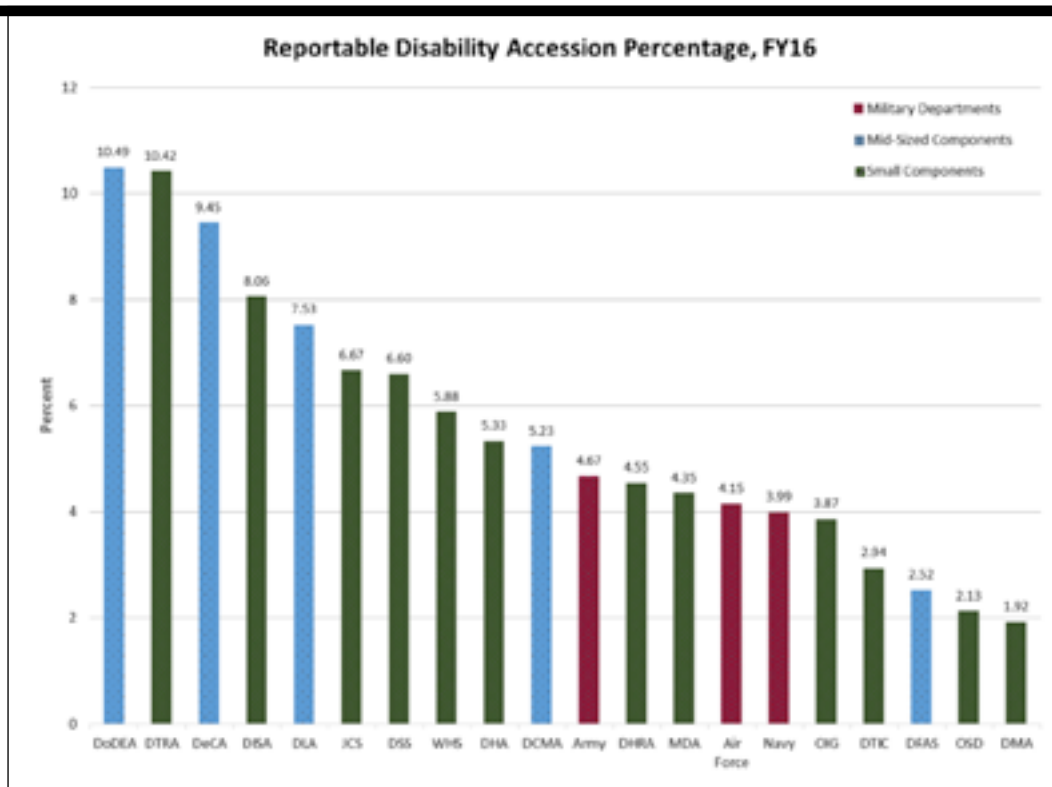
End of Fiscal Year 2016 status (Chart B-3):

- Army: increased from 3.61 to 4.67 percent of the Army's total accessions
- Navy: increased from 3.55 to 3.99 percent of the Navy's total accessions
- Air Force: increased from 3.91 to 4.15 percent of the Air Force's total accessions
- 4th Estate: increased from 5.37 to 6.02 percent of the 4th Estate's total accessions

In FY16, Department of Defense Education Activity (DoDEA) had the highest percentage of new hires with reportable disabilities among 4th Estate Components, at 10.49 percent. The next highest

Components were DTRA at 10.42 percent, Defense Acquisition University at 10 percent, and DeCA at 9.45 percent.

CHART B-3



C. Veterans with a 30 Percent or Greater Disability Rating

OPM uses the veterans rating of a 30 percent or greater disability, along with reportable disabilities, to measure progress in employment of individuals with disabilities (see section D “All Individuals with Disabilities, Including Veterans with a 30 percent or Greater Disability Rating,” page 18).

Strength: As of FY16 Q4, 13.02 percent of DoD civilian employees, were veterans in this category. This is an increase from 12.14 percent at the end of FY15.

End of Fiscal Year 2016 status (Charts C-1 and C-2):

- Army: increased from 15.97 to 16.21 percent of the Army’s total civilian force
- Navy: increased from 10.80 to 10.90 percent of the Navy’s total civilian force
- Air Force: increased from 11.86 to 12.03 percent of the Air Force’s total civilian force
- 4th Estate: increased from 11.59 to 11.93 percent of the 4th Estate’s total civilian force

The Organization of the Joint Chiefs of Staff (JCS) led all 4th Estate Components with 22.27 percent, followed by the Defense Media Activity (DMA) with 22.14 percent and the Defense Threat Reduction Agency (DTRA) with 18.53 percent (Chart C-2).

CHART C-1

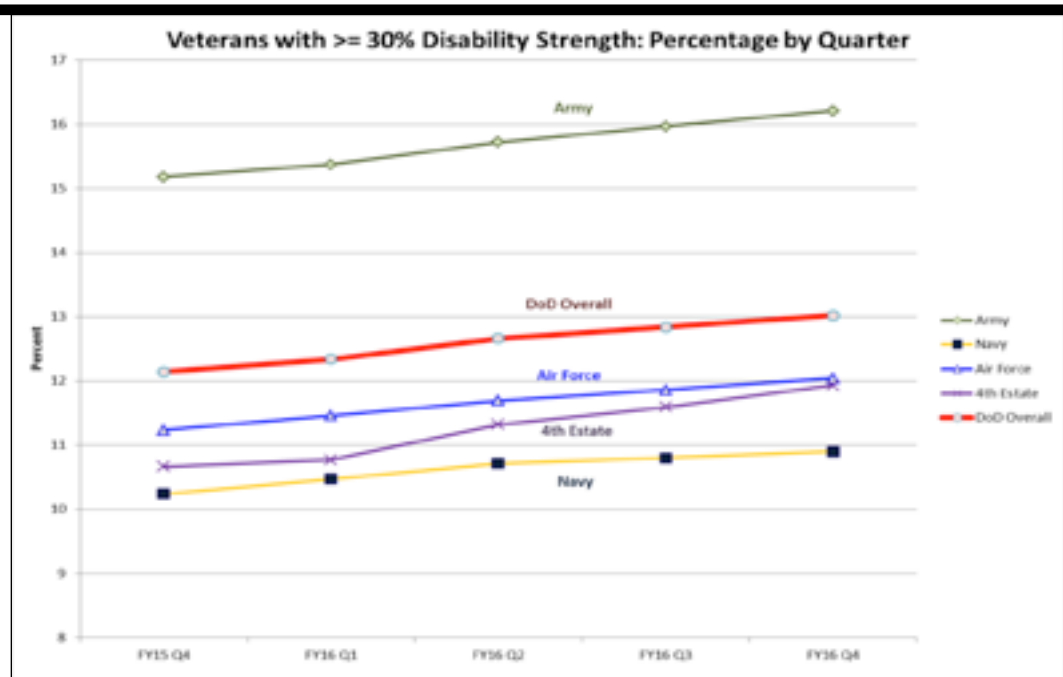
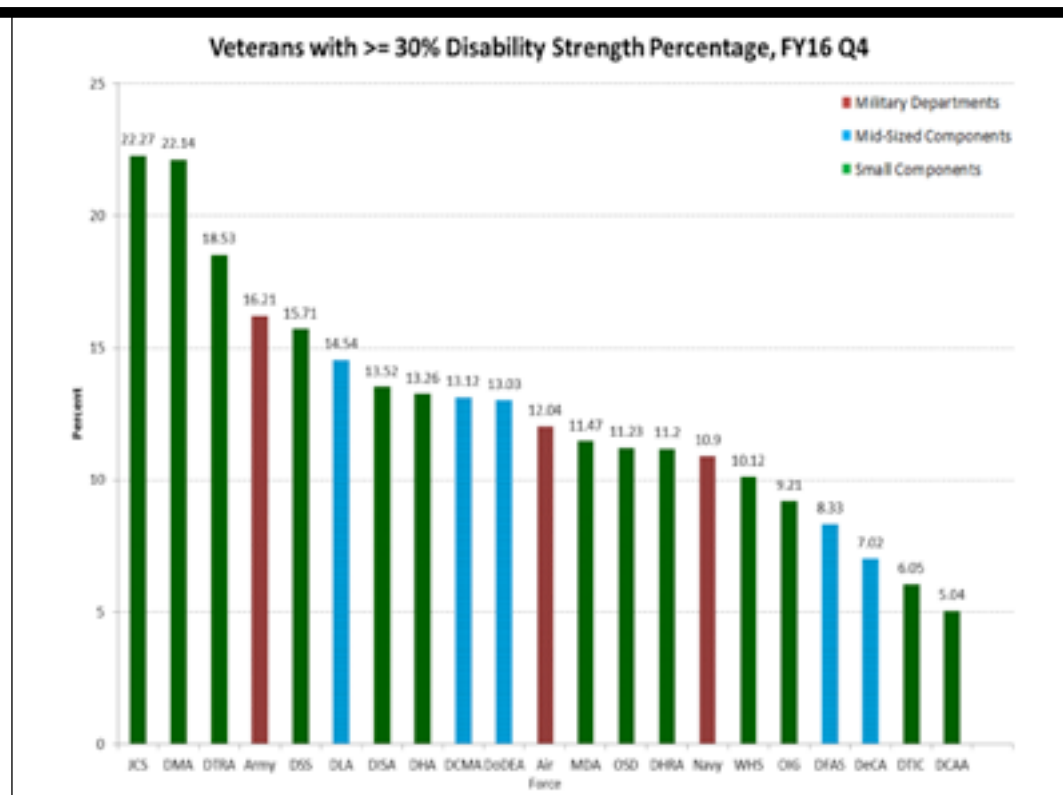


CHART C-2





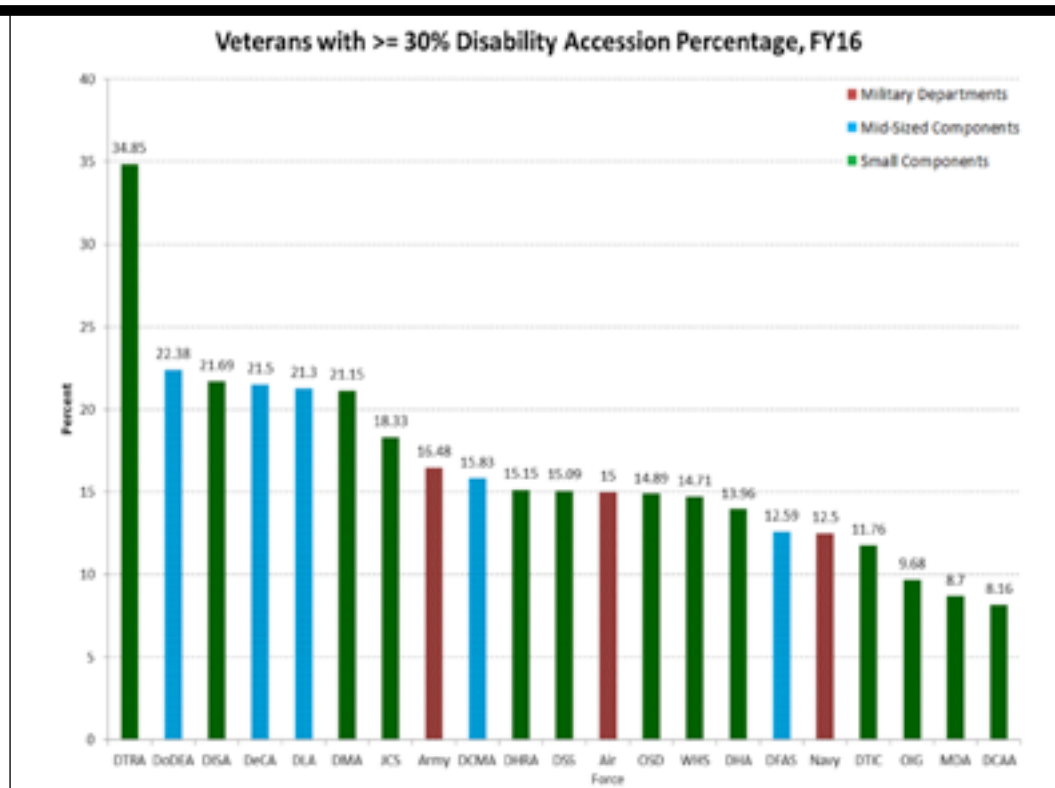
Accessions: (Chart C-3) In FY16, 14.89 percent of all new DoD civilian (Army, Navy and Marine Corps, Air Force, 4th Estate) hires were veterans with a 30 percent or greater disability rating, increasing from 13.94 percent in FY15.

End of Fiscal Year 2016 status for veterans with a 30%+ rating:

- Army: increased from 15.47 to 16.48 percent of the Army's new hires
- Navy: decreased from 12.53 to 12.50 percent of the Navy's new hires
- Air Force: increased from 13.37 to 15 percent of the Air Force's new hires
- 4th Estate: increased from 15.46 to 16.73 percent of the 4th Estate's new hires

DTRA had the highest percentage among 4th Estate Components in FY16, at 34.85 percent, followed by DoDEA at 22.38 percent, and Defense Information Systems Agency (DISA) at 21.69 percent.

CHART C-3



D. All Individuals with Disabilities, Including Veterans with a 30 Percent or Greater Disability Rating

Table 1.4 below displays DoD Total Strength, DoD “All Disability Strength” (comprised of 30 percent or more disabled Veterans as well as individuals who reported a disability on the SF-256), and the percent of the DoD workforce comprised by the “All Disability” population.

TABLE 1.4 “ALL DISABILITY” STRENGTH BY QUARTER			
QTR	DoD Total Strength	DoD “All Disability” Strength	DoD “All Disability” Percentage
FY13 Q4	631,931	107,295	16.98
FY14 Q4	624,059	110,842	17.76
FY15 Q4	632,809	119,008	18.81
FY16 Q1	635,841	120,751	18.99
FY16 Q2	628,954	122,291	19.44
FY16 Q3	633,688	124,519	19.65
FY16 Q4	635,786	126,117	19.84

Strength: As of FY16 Q4, 19.84 percent of DoD employees (126,117 individuals) were in this category. This is an increase from 18.81 percent for DoD as a whole (119,008 individuals) at the end of FY15.

End of Fiscal Year 2016 status (Charts D-1 and D-2):

- Army: increased from 20.77 to 21.77 percent of Army’s total force
- Navy: increased from 16.09 to 16.81 percent of Navy’s total force
- Air Force: increased from 19.88 to 21.11 percent of Air Force’s total force
- 4th Estate: increased from 18.52 to 20.17 percent of 4th Estate’s total force



CHART D-1

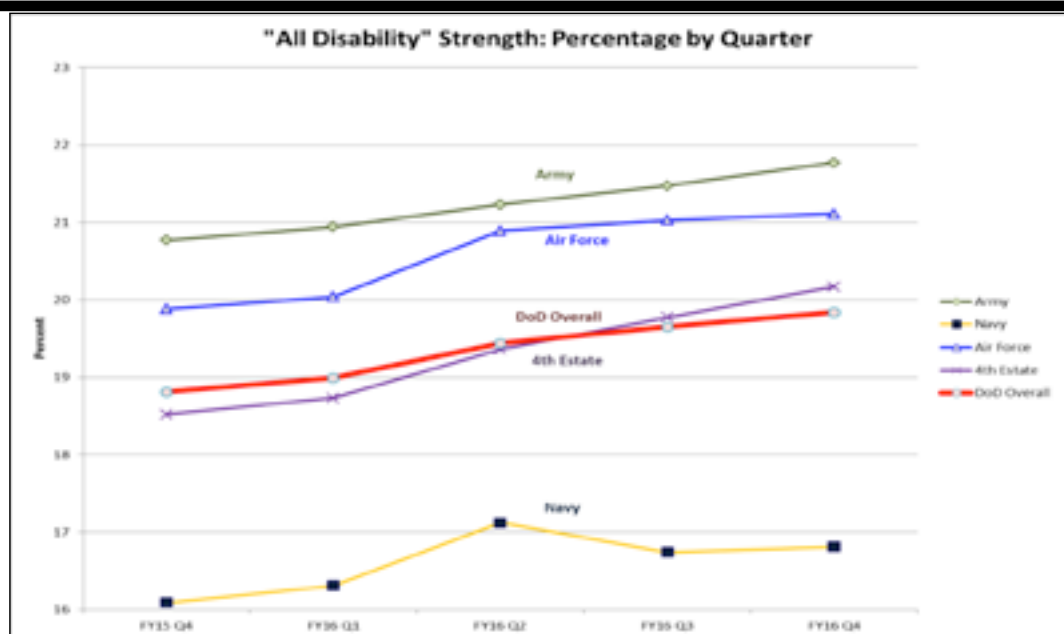
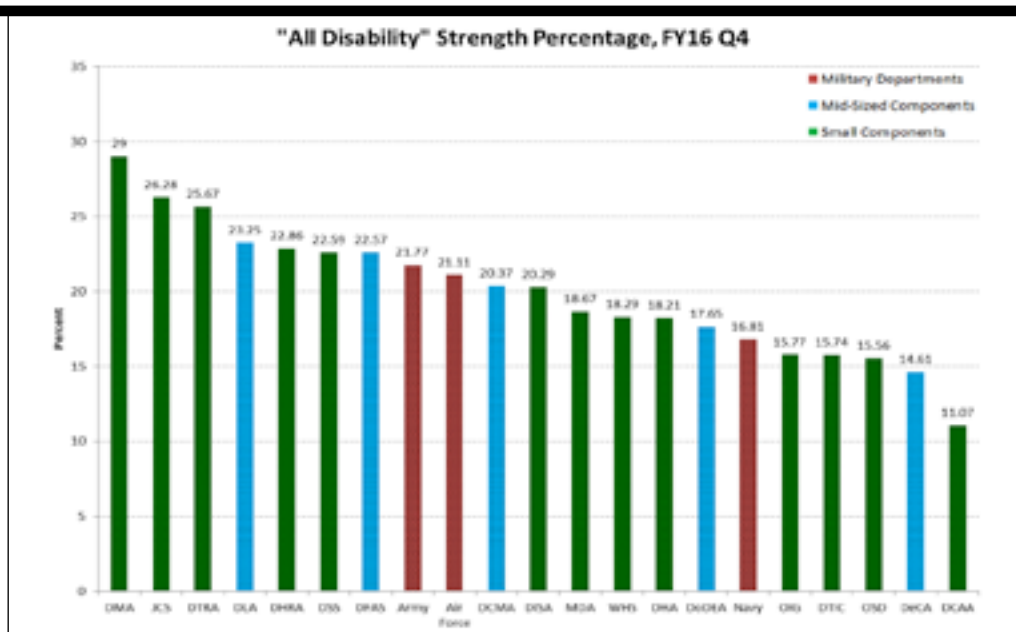


CHART D-2



In July 2012, OPM announced agencies may count veterans with a disability rating of 30 percent or greater toward their hiring goals. However, since a disability rating of 30 percent or greater does not necessarily equate to having a targeted disability, this category of veterans can only be counted in the General Individuals with Disabilities category.

In the July 25, 2012 Report on the Employment of Individuals with Disabilities in the Federal Executive Branch, OPM used the statistic “All Disability including 30 percent or more Disabled Veterans” to measure progress toward the goal of hiring 100,000 individuals with disabilities. This number includes both those who reported a disability on the SF-256 and veterans with a 30 percent or greater disability rating.

“All Disability” accessions of both full-time permanent non-seasonal employees and all employees are reported in Tables 1.5 and 1.6 below.

TABLE 1.5 “ALL DISABILITY” FULL-TIME PERMANENT NON-SEASONAL ACCESSIONS BY FISCAL YEAR			
Fiscal Year	Total DoD Accessions (FT Perm NS)	DoD “All Disability” Accessions (FT Perm NS)	DoD “All Disability” Accessions Percentage (FT Perm NS)
FY12 (Total)	39,949	6,131	15.35
FY13 (Total)	29,732	4,892	16.45
FY14 (Total)	36,159	6,180	17.09
FY15 (Total)	55,442	9,074	16.37
FY16 (Total)	59,048	10,484	17.76

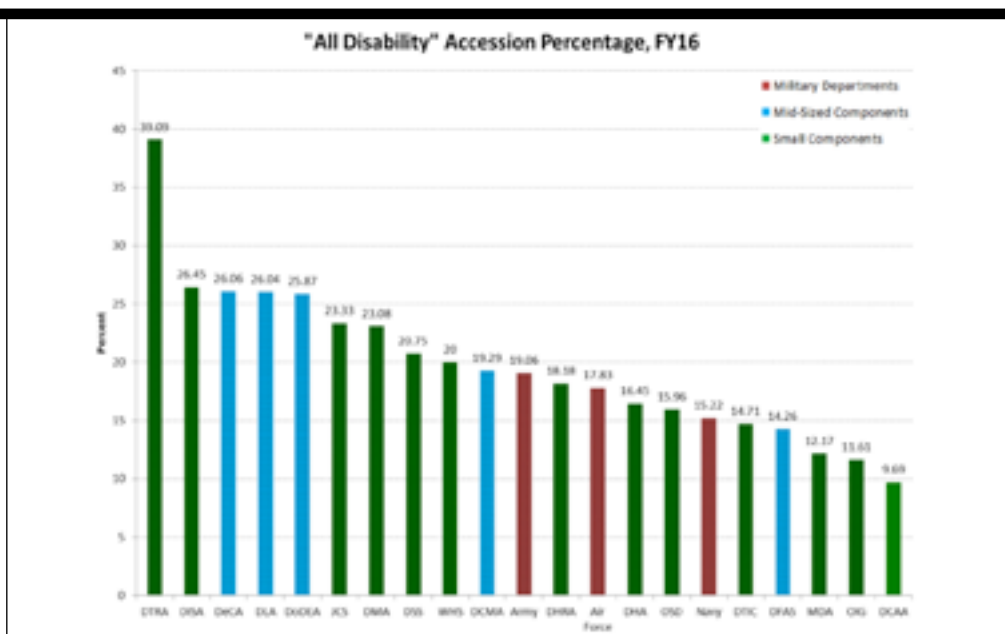
Accessions (Full-time Permanent Non-Seasonal Only): (Table 1.5) In FY16, 17.76 percent of all DoD new hires, were veterans with a 30 percent or greater disability rating or individuals who identified a disability on the SF-256. This is an increase from 16.37 percent in FY15. All Components below increased the number of accessions from last year.

Percentages for FY16 (entire year) (Chart D-3):

- Army: 19.06 percent of all new Army accessions
- Navy: 15.22 percent of all new Navy accessions
- Air Force: 17.83 percent of all new Air Force accessions
- 4th Estate: 20.44 percent of all new 4th Estate accessions

DTRA had the highest percentage among 4th Estate Components, at 39.09 percent, followed by DISA at 26.45 percent, and DeCA at 26.06 percent.

CHART D-3

**TABLE 1.6 ALL "ALL DISABILITY" ACCESSIONS BY FISCAL YEAR**

Fiscal Year	Total DoD Accessions	DoD "All Disability" Accessions	DoD "All Disability" Accessions Percentage
FY11 (Total)	94,955	13,861	14.60
FY12 (Total)	65,858	9,327	14.16
FY13 (Total)	43,791	7,107	16.23
FY14 (Total)	54,424	8,934	16.42
FY15 (Total)	78,217	10,972	14.03
FY16 (Total)	81,137	14,856	18.31

"All Disability" Accessions: In FY16, 18.31 percent of new hires (14,856 hires) were veterans with a 30 percent or greater disability rating or individuals who identified a disability on the SF-256. This is an increase from 14.03 percent in FY15 (Table 1.6).



E. Accessions via Schedule A

DoD established a goal that 2 percent of hiring actions each year will be made pursuant to Schedule A, 5 CFR 213.3102(u), a non-competitive appointing authority for individuals with disabilities. Accessions of both full-time permanent non-seasonal employees and all employees are reported below.

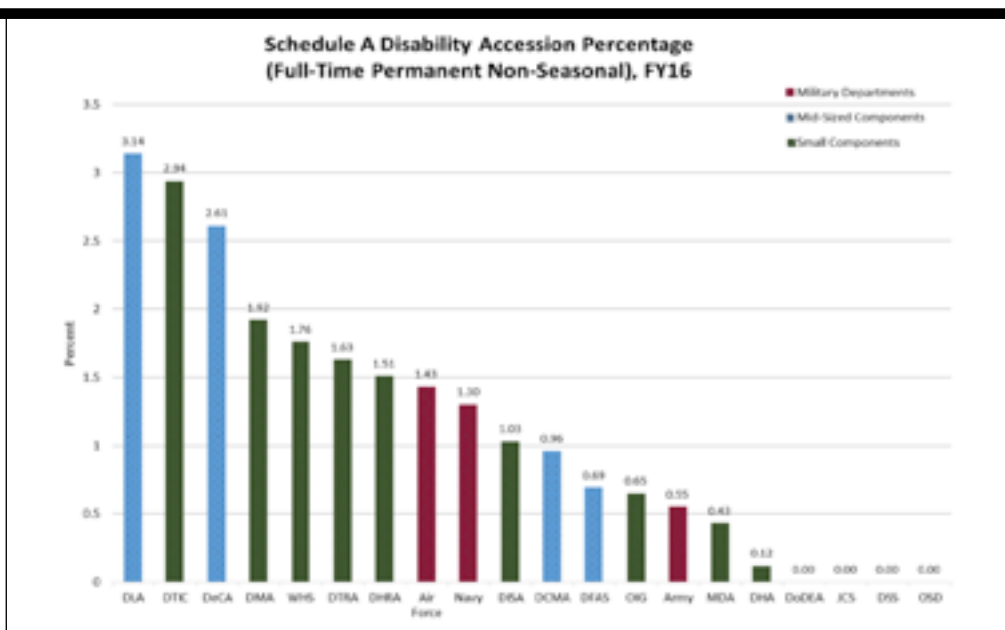
DoD Accessions (Full-time Permanent Non-Seasonal Only): (Chart E-1) In FY16, 1.13 percent of new hires were appointed to full-time permanent non-seasonal positions under the Schedule A hiring authority. This is an increase from 0.95 percent in FY15.

End of Fiscal Year 2016 status:

- Army: increased from 0.47 to 0.55 percent of Army's accessions
- Navy: increased from 1.00 to 1.30 percent of Navy's accessions
- Air Force: increased from 1.10 to 1.43 percent of Air Force's accessions
- 4th Estate: decreased from 1.67 to 1.42 percent of 4th Estate's accessions

Three DoD Components met the 2 percent goal in FY16: DLA at 3.14 percent, DeCA at 2.61 percent, and Defense Technical Information Center (DTIC) at 2.94 percent.

CHART E-1



V. WAY FORWARD

Overall, the progress from the Military Components indicates a continued positive trend toward achieving the 2 percent goal. The remaining 4th Estate Components show less consistent trends, an area for focus during FY17 and beyond.

This DADES Report will be disseminated to the DoD Components for the purpose of enabling their development and improvement of disability employment programs, and benchmarking their progress towards achieving DoD disability employment goals and objectives.

VI. APPENDIX - SF-256

SELF-IDENTIFICATION OF DISABILITY (Please read the Privacy Act information and additional instructions on Page 2)		
Name (Last, First, Middle Initial)	Date of Birth (MM/YYYY)	Social Security Number
Purpose: <p>Each agency in the Executive Branch of the Federal government has established programs to facilitate the hiring, placement, and advancement of individuals with disabilities. Self-identification of disability status is essential for effective data collection and analysis of the Federal government's efforts. While self-identification is voluntary, your cooperation in providing accurate information is critical to these efforts. Every precaution is taken to ensure that the information provided by each employee is kept in the strictest confidence.</p>		
ENTER CODE HERE → <input type="text"/> <input type="text"/>		
Targeted Disabilities or Serious Health Conditions:		Other Disabilities or Serious Health Conditions:
02- Developmental Disability, for example, autism spectrum disorder 03- Traumatic Brain Injury 19- Deaf or serious difficulty hearing, benefiting from, for example, American Sign Language, CART, hearing aids, a cochlear implant and/or other supports 20- Blind or serious difficulty seeing even when wearing glasses 31- Missing extremities (arm, leg, hand and/or foot) 40- Significant mobility impairment, benefiting from the utilization of a wheelchair, scooter, walker, leg brace(s) and/or other supports 60- Partial or complete paralysis (any cause) 82- Epilepsy or other seizure disorders 90- Intellectual disability 91- Significant Psychiatric Disorder, for example, bipolar disorder, schizophrenia, PTSD, or major depression 92- Dwarfism 93- Significant disfigurement, for example, disfigurements caused by burns, wounds, accidents, or congenital disorders		13- Speech impairment 41- Spinal abnormalities, for example, spina bifida or scoliosis 44- Non-paralytic orthopedic impairments, for example, chronic pain, stiffness, weakness in bones or joints, some loss of ability to use part or parts of the body 51- HIV Positive/AIDS 52- Morbid obesity 59- Nervous system disorder for example, migraine headaches, Parkinson's disease, or multiple sclerosis 80- Cardiovascular or heart disease 81- Depression, anxiety disorder, or other psychiatric disorder 83- Blood diseases, for example, sickle cell anemia, hemophilia 84- Diabetes 85- Orthopedic impairments or osteo-arthritis 86- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema 87- Kidney dysfunction 88- Cancer (present or past history) 94- Learning disability or attention deficit/hyperactivity disorder (ADD/ADHD) 95- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome, colitis, celiac disease, dysphagia 96- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis 97- Liver disease, for example, hepatitis or cirrhosis 98- History of alcoholism or history of drug addiction (but not currently using illegal drugs) 99- Endocrine disorder, for example, thyroid dysfunction
Other Options:		
01- I do not wish to identify my disability or serious health condition. 05- I do not have a disability or serious health condition. 06- I have a disability or serious health condition, but it is not listed on this form.		

Definition

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. This definition is provided by the Rehabilitation Act of 1973, as amended (29 U.S.C. 701, et seq.).

The Rehabilitation Act of 1973

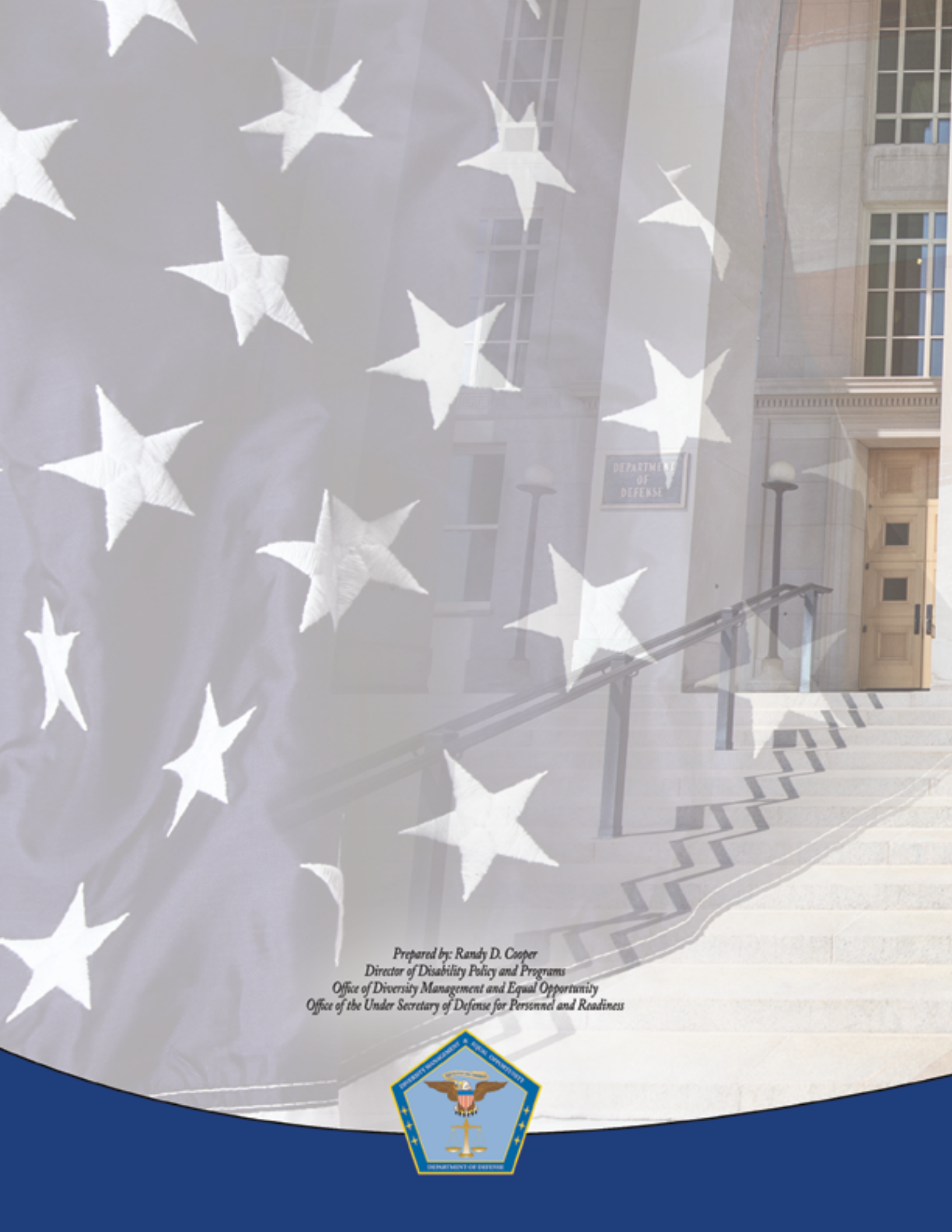
The Rehabilitation Act of 1973, as amended (29 U.S.C. 701, et seq.), requires each agency in the Executive Branch of the Federal government to establish programs that will facilitate the hiring, placement, and advancement of individuals with disabilities. One method for determining agency progress in fulfilling these requirements is through the production of reports at certain intervals showing, for example, the number of employees with disabilities who are hired, promoted, trained, or reassigned over a given time period; the percentage of employees with disabilities in the work force and in various grades and occupations; etc. Such reports bring to the attention of agency top management, OPM, and the Congress, the progress or any deficiencies within specific agencies or the Federal government as a whole in the hiring, placement, and advancement of individuals with disabilities.

The disability data collected on employees will be used only in the production of reports such as those previously mentioned and not for any purpose that will affect them individually. The only exception to this rule is that the records may be used for selective placement purposes and selecting special populations for mailing of voluntary personnel research surveys. In addition, every precaution will be taken to ensure that the information provided by each employee is kept in the strictest confidence and is known only to those individuals in the agency Personnel Office, who obtain and record the information for entry into the agency's and OPM's personnel systems. You should also be aware that participation in the disability reporting system is entirely voluntary, with the exception of employees appointed under the Schedule A Excepted Appointing Authority for People with Intellectual Disability, Severe Physical Disability, or Psychiatric Disability (5 CFR 213.3102(u)). Agencies will request that these employees identify their disability status and, if they decline to do so, their correct disability code will be obtained from medical documentation used to support their appointment.

Employees who wish to confirm the disability code carried in their agency's and OPM's personnel systems is consistent with the employees' representation, may ask their Personnel Officer for a printout of the code and definition from their individual records. The code noted in the employees' records in the agencies' system will be identical to that carried in OPM's system.

Privacy Act Statement

Collection of the requested information is authorized by the Rehabilitation Act of 1973, as amended (29 U.S.C. 701, et seq.). Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397, which permits agencies to use the SSN as a means for identifying persons with disabilities in personnel information systems. Your SSN will only be used to ensure that your correct disability code is recorded along with other employee information that your agency and OPM maintain on you. It should be noted, however, that where individuals decline to furnish their SSN, the SSN will be obtained from other records in order to ensure accurate and complete data. Employees appointed under the Schedule A Appointing Authority for People with Intellectual Disability, Severe Physical Disability, or Psychiatric Disability (5 CFR 213.3102(u)) are requested to furnish an accurate disability code, but failure to do so will not affect them. Where employees hired under this authority fail to disclose their disability, the appropriate code will be determined from the employee's existing records or medical documentation submitted upon appointment.



*Prepared by: Randy D. Cooper
Director of Disability Policy and Programs
Office of Diversity Management and Equal Opportunity
Office of the Under Secretary of Defense for Personnel and Readiness*

